**Tips for Employers**

The scheme is well established in the East of England and continues to attract practitioners from a wide range of roles across the patch. The biggest challenge practitioners face in completing their portfolios is setting aside regular time to gather evidence and write commentaries. All of the practitioner joining the scheme make a commitment endorsed by their line managers to invest the necessary time. There are two common reasons for practitioners not progressing, the first of these is an unforeseen life event and the second is increasing work pressures often caused by colleagues leaving and not being replaced which has an adverse impact on the practitioner’s capacity. Delayed progress impacts on the smooth running of the scheme not least in making it difficult to free up assessors to work with newly recruited practitioners.

The following positive actions are recommended to employers to support practitioners achieve registration and minimise the number of practitioners experiencing delayed or halted progress in completing their portfolios.

1. Encourage practitioners to attend the commentary writing days
2. Emphasise the importance of attending the Portfolio Development Groups (Practitioners who miss one or more of these are less likely to complete)
3. Ensure practitioner progress is monitored and supported in the workplace, reinforcing scheme milestones and picking up on any issues as early as possible